

MEMORANDUM OF UNDERSTANDING

Between the
Town of West Hartford
And
SEIU, Local 2001, CSEA

(Building Maintenance, Clerical, Custodians, Grounds Maintenance, Public Safety Dispatchers, Professional & Management, Supervisory Units)

1. The general wage increase of three and one-half percent (3.5%) in the 2007-2012 collective bargaining agreements scheduled to become effective July 1, 2009 shall not be implemented. The January 1, 2010 adjustment to the part-time Custodian's wage range shall be waived and no adjustment to incumbents will be implemented pursuant to Article X, Section 10.1 for fiscal year 2009-2010.
2. The remaining general wage increases for the 2007 – 2012 collective bargaining agreements shall be modified and become effective in accordance with the following schedule:

July 1, 2010	2%
January 1, 2011	2%
July 1, 2011	2%
January 1, 2012	2%

The Part-time Custodian wage range shall be adjusted in accordance with Article X, Section 10.1 effective July 1, 2010. Further, any wage adjustment not implemented during fiscal year 2009-10 shall be implemented on January 1, 2011.

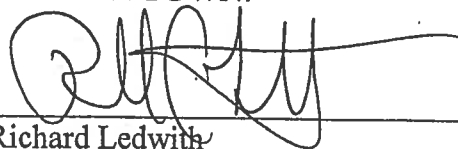
3. The duration of the current collective bargaining agreements shall be extended to June 30, 2013. A general wage increase of two percent (2%) shall become effective July 1, 2012 and an additional two percent (2%) on January 1, 2013.
4. In the event a bargaining unit member retires and the calculation of the employee's final average earnings as defined in the pension plan is based on earnings for any or all of the fiscal years July 1, 2009 through June 30, 2012, then the employee's salary, for pension calculation purposes only, shall be calculated as if the original contract general wage increases were implemented in fiscal years 2009-10, 2010-11, and 2011-12. Additionally, sick and vacation payments made to a retiring employee during this period shall be calculated as if the 3.5% general wage increases were credited.
5. The Town agrees that no bargaining unit member shall be laid off during fiscal year 2009-10 and fiscal year 2010-11 so long as the Town Manager's budget proposal for those fiscal year(s) is adopted as presented and there are no budget adjustments totaling \$500,000 or more, including but not limited to losses of revenue or State funding to the Town of West Hartford. For purposes of this Agreement, the term "lay off" shall be limited to a reduction in the number of

active, existing bargaining unit members. The term lay off shall not include reductions by other means, including but not limited to, elimination of vacant positions, declining or deferring the filling of a vacant position, retirement, resignation, or termination for "just cause".

Should the above referenced budget adjustment occur in either fiscal year 2009-10 or 2010-11 then the Parties shall begin discussions to avoid layoffs as defined herein. Should such discussions fail to reach an approved agreement, then all provisions of this memorandum shall be null and void and the existing collective bargaining agreements shall be implemented as currently written. If such reversion to the existing collective bargaining agreements occurs on or before November 1, 2009, then the general wage increase due on July 1, 2009, shall be effective and retroactive to July 1, 2009. However, if such reversion occurs after November 1, 2009, then there shall be no retroactive application of the referenced general wage increase. If the reversion to the collective bargaining agreements occurs in in fiscal year 2010-2011, then the general wage increase originally due on July 1, 2009, shall be implemented effective on the date that such discussions fail to reach a resolution but with no retroactive application and the balance of the contractually required increase due for the contract year July 1, 2000 through June 30, 2010 shall be implemented on the same date. Further, any discussions entered into shall not be considered negotiations or re-opener negotiations pursuant to the Municipal Employee Relations Act. RCL C97


6. The discussions which resulted in this tentative agreement were not considered negotiations; therefore the acceptance or rejection of this Memorandum by any Party shall not permit either party to declare an impasse and invoke the provisions of the Municipal Employee Relations Act.
7. The execution of this Agreement shall not be construed as establishing a precedent or practice on either party. This Agreement shall become effective for each bargaining unit only upon its ratification by the Town and the separate bargaining units represented by SEIU. Upon such ratification the existing contract(s) shall be deemed to have been extended and such extension shall not be considered to have created a succeeding contract to the current contract(s).

FOR THE TOWN:


Richard Ledwith
Executive Director of Human Resources

4/23/2009
Date

FOR THE UNION:


Charles Fabian, Staff Representative
SEIU, Local 2001, CSEA

4/23/09
Date

Wage Concessions Schedule Clerical Unit-7/1/2009-6/30/2013

Assistant Town Clerk, Payroll Specialist, Deputy Revenue Collector, Graphic Publicist

Effective Date	% Increase	A	B	C	D	E	F	G
07/01/07	2.50%	1,903	1,976	2,054	2,127	2,204	2,280	2,356
07/01/08	2.75%	1,955	2,030	2,110	2,185	2,265	2,343	2,421
07/01/09	0.00%	1,955	2,030	2,110	2,185	2,265	2,343	2,421
07/01/10	2.00%	1,994	2,071	2,152	2,229	2,310	2,390	2,469
01/1/11	2.00%	2,034	2,112	2,195	2,274	2,356	2,438	2,518
07/01/11	2.00%	2,075	2,154	2,239	2,319	2,403	2,487	2,568
01/01/12	2.00%	2,117	2,197	2,284	2,365	2,451	2,537	2,619
07/01/12	2.00%	2,159	2,241	2,330	2,412	2,500	2,588	2,671
01/01/13	2.00%	2,202	2,286	2,377	2,460	2,550	2,640	2,724

Executive Assistant, Housing Specialist, Delinquent Tax Collector

Effective Date	% Increase	A	B	C	D	E	F	G
07/01/07	2.50%	1,729	1,796	1,867	1,935	2,013	2,068	2,141
07/01/08	2.75%	1,777	1,845	1,918	1,988	2,068	2,125	2,200
07/01/09	0.00%	1,777	1,845	1,918	1,988	2,068	2,125	2,200
07/01/10	2.00%	1,813	1,882	1,956	2,028	2,109	2,168	2,244
1/1/2011	2.00%	1,849	1,920	1,995	2,069	2,151	2,211	2,289
07/01/11	2.00%	1,886	1,958	2,035	2,110	2,194	2,255	2,335
1/1/2012	2.00%	1,924	1,997	2,076	2,152	2,238	2,300	2,382
07/01/12	2.00%	1,962	2,037	2,118	2,195	2,283	2,346	2,430
01/01/13	2.00%	2,001	2,078	2,160	2,239	2,329	2,393	2,479

Administrative Assistant, Accounting Specialist, Library Specialist, Revenue/Customer Service Rep, Administrative, Assessment Technician, Asst Police Records Supervisor

Effective Date	% Increase	A	B	C	D	E	F	G
07/01/07	2.50%	1,574	1,634	1,696	1,760	1,826	1,887	1,949
07/01/08	2.75%	1,617	1,679	1,743	1,808	1,876	1,939	2,003
07/01/09	0.00%	1,617	1,679	1,743	1,808	1,876	1,939	2,003
07/01/10	2.00%	1,649	1,713	1,778	1,844	1,914	1,978	2,043
1/1/2011	2.00%	1,682	1,747	1,814	1,881	1,952	2,018	2,084
07/01/11	2.00%	1,716	1,782	1,850	1,919	1,991	2,058	2,126
1/1/2012	2.00%	1,750	1,818	1,887	1,957	2,031	2,099	2,169
07/01/12	2.00%	1,785	1,854	1,925	1,996	2,072	2,141	2,212
01/01/13	2.00%	1,821	1,891	1,964	2,036	2,113	2,184	2,256

SR Staff Assistant, Info Processing Assistant

Effective Date	% Increase	A	B	C	D	E	F	G
07/01/07	2.50%	1,428	1,484	1,545	1,602	1,659	1,718	1,777
07/01/08	2.75%	1,467	1,525	1,587	1,646	1,705	1,765	1,826
07/01/09	0.00%	1,467	1,525	1,587	1,646	1,705	1,765	1,826
07/01/10	2.00%	1,496	1,556	1,619	1,679	1,739	1,800	1,863
1/1/2011	2.00%	1,526	1,587	1,651	1,713	1,774	1,836	1,900
07/01/11	2.00%	1,557	1,619	1,684	1,747	1,809	1,873	1,938
1/1/2012	2.00%	1,588	1,651	1,718	1,782	1,845	1,910	1,977
07/01/12	2.00%	1,620	1,684	1,752	1,818	1,882	1,948	2,017
01/01/13	2.00%	1,652	1,718	1,787	1,854	1,920	1,987	2,057

Staff Assistant, Accounting Assistant, Library Assistant, Clerk of Vital Statistics								
Effective Date	% Increase	A	B	C	D	E	F	G
07/01/07	2.50%	1300	1350	1400	1456	1509	1558	1616
07/01/08	2.75%	1336	1387	1439	1496	1550	1601	1660
07/01/09	0.00%	1336	1387	1439	1496	1550	1601	1660
07/01/10	2.00%	1,363	1,415	1,468	1,526	1,581	1,633	1,693
1/1/2011	2.00%	1,390	1,443	1,497	1,557	1,613	1,666	1,727
07/01/11	2.00%	1,418	1,472	1,527	1,588	1,645	1,699	1,762
1/1/2012	2.00%	1,446	1,501	1,558	1,620	1,678	1,733	1,797
07/01/12	2.00%	1,475	1,531	1,589	1,652	1,712	1,768	1,833
01/01/13	2.00%	1,505	1,562	1,621	1,685	1,746	1,803	1,870
Communications Assistant, Data Entry Operator								
Effective Date	% Increase	A	B	C	D	E	F	G
07/01/07	2.50%	1183	1229	1275	1322	1366	1418	1468
07/01/08	2.75%	1216	1263	1310	1358	1404	1457	1508
07/01/09	0.00%	1216	1263	1310	1358	1404	1457	1508
07/01/10	2.00%	1,240	1,288	1,336	1,385	1,432	1,486	1,538
1/1/2011	2.00%	1,265	1,314	1,363	1,413	1,461	1,516	1,569
07/01/11	2.00%	1,290	1,340	1,390	1,441	1,490	1,546	1,600
1/1/2012	2.00%	1,316	1,367	1,418	1,470	1,520	1,577	1,632
07/01/12	2.00%	1,342	1,394	1,446	1,499	1,550	1,609	1,665
01/01/13	2.00%	1,369	1,422	1,475	1,529	1,581	1,641	1,698
Office Assistant								
Effective Date	% Increase	A	B	C	D	E	F	G
07/01/07	2.50%	1075	1117	1160	1204	1245	1290	1330
07/01/08	2.75%	1105	1148	1192	1237	1279	1325	1367
07/01/09	0.00%	1105	1148	1192	1237	1279	1325	1367
07/01/10	2.00%	1,127	1,171	1,216	1,262	1,305	1,352	1,394
1/1/2011	2.00%	1,150	1,194	1,240	1,287	1,331	1,379	1,422
07/01/11	2.00%	1,173	1,218	1,265	1,313	1,358	1,407	1,450
1/1/2012	2.00%	1,196	1,242	1,290	1,339	1,385	1,435	1,479
07/01/12	2.00%	1,220	1,267	1,316	1,366	1,413	1,464	1,509
01/01/13	2.00%	1,244	1,292	1,342	1,393	1,441	1,493	1,539
Staff Assistant Trainee								
Effective Date	% Increase	A	B	C	D			
07/01/07	2.50%	975	1010	1044	1075			
07/01/08	2.75%	1002	1038	1073	1105			
07/01/09	0.00%	1002	1038	1073	1105			
07/01/10	2.00%	1,022	1,059	1,094	1,127			
1/1/2011	2.00%	1,042	1,080	1,116	1,150			
07/01/11	2.00%	1,063	1,102	1,138	1,173			
1/1/2012	2.00%	1,084	1,124	1,161	1,196			
07/01/12	2.00%	1,106	1,146	1,184	1,220			
01/01/13	2.00%	1,128	1,169	1,208	1,244			